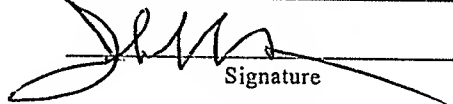


Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 2016 thru 2019.

Employer: Lower Township Board of Education
County: Essex
Date: 10/17/17
Name: John J. Hansen
Print Name
Title: School Business Administrator

Signature

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Lower Township BOE County: CAPE MAY
 2 Employee Organization: Lower Township Elementary Ed Number of Employees in Unit: 229
 3 Base Year Contract Term: 2013-2016 New Contract Term: 2016-2019

SECTION II: Type of Contract Settlement (please check only one)

4 ☒ Contract settled without neutral assistance
 5 ☐ Contract settled with assistance of mediator
 6 ☐ Contract settled with assistance of fact-finder
 7 ☐ Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 12,637,310
 10 Longevity Costs in Base Year \$ 368,779
 11 Total Salary Base \$ 13,006,089

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/16</u>	<u>7/1/17</u>	<u>7/1/18</u>		
13 Cost of Salary Increments (\$)	<u>263,580</u>	<u>263,333</u>	<u>272,096</u>		
14 Salary Increase Above Increments (\$)	<u>94908</u>	<u>104,104</u>	<u>105611</u>		
15 Longevity Increase (\$)	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>358,488</u>	<u>367,437</u>	<u>377,707</u>		
17 New Salary Base (\$)	<u>13,364,577</u>	<u>13,732,014</u>	<u>14,109,721</u>		
18 Percentage increase over prior year	<u>2.756</u> %	<u>2.749</u> %	<u>2.750</u> %		

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	<u>Extra enrichment</u>	<u>175,725</u>	<u>10,650</u>	<u>10,650</u>	<u>10,650</u>		
	<u>Tuition Reimb</u>	<u>35,000</u>	<u>-0-</u>	<u>5,000</u>	<u>10,000</u>		
20	Totals(\$):	<u>210,725</u>	<u>10,650</u>	<u>15,650</u>	<u>20,650</u>		

*If contract duration is longer than five years, please add on additional page.

SECTION VI: Medical Costs *
*Self Insured

	Base Year	Year 1
21 Health Plan Cost	\$ <u>422,939</u>	\$ <u>499,094</u>
22 Prescription Plan Cost	\$ <u>153,718</u>	\$ <u>102,352</u>
23 Dental Plan Cost	\$ <u>196,608</u>	\$ <u>170,031</u>
24 Vision Plan Cost	\$	\$
25 Total Cost of Insurance	\$ <u>595,734</u>	\$ <u>618,452</u>
26 Employee Insurance Contributions	\$ <u>612,733</u>	\$ <u>810,499</u>
27 Employee Contributions as % of Total Insurance Cost	<u>10.28</u> %	<u>13.10</u> %

Employer: Lower Township BOE Employee Organization: Lower Township Elementary Ed. Association Page 3

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

(None)

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

John Hansen

Position/Title:

School Business Administration

Signature:

[Signature]

Date:

12/17/17

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016